



General Dentist

Lifestyle and Compensation Guide

What will YOUR successful dental career look like?

Whether you are a new dentist just entering the dental field or an experienced practitioner seeking advancement, work-life balance and compensation transparency are vital to finding your ideal position. In this guide, you'll learn more about some of your practice options, lifestyle factors, and compensation so you can find the right fit for YOU.



Practice Options and Lifestyle Factors

Patient-focused dentists embrace a challenging yet rewarding lifestyle that allows them to positively impact individuals and communities. Dentists can open their own practice or land an associate position that may provide an ownership opportunity. Either way, running a dental practice is getting harder each year. Let's review your practice options and lifestyle factors!

Private Practice

Private practice dentistry has dominated practice structure for many years, but there are sacrifices.

Pros

- + Freedom to make your own clinical decisions.

Cons

- Expensive and risky to start your own practice.
- Difficult to manage the business side of things AND focus on dentistry.

Corporate Dentistry

Corporate dentistry promises profitability and sustainability, but it comes at a significant cost to you.

Pros

- + Far less risk than owning your own practice.

Cons

- Loss of clinical autonomy.
- Lack of transparency.

Community Dental Partners

CDP offers more freedom than the conventional path. We'll help you serve your community while providing you with the clinical autonomy you desire.

Pros

- + Practice management support such as day-to-day operations, payroll, billing, scheduling, & compliance.
- + Get access to individualized clinical and business mentorship from industry-leading doctors.
- + Work-life balance perks: annual clinical retreat, humanitarian efforts, and Doctor Tesla Club.
- + Culture of values fostering a positive clinical and patient-focused environment.
- + On-demand transparency of doctor pay and production.
- + Supported pathway to practice ownership.

Compensation Transparency

Compensation for dentists can be far more complicated than in most industries. Regardless of your long-term career goals, most dentists start as something other than practice owners. As you determine your career pathway, whether in private practice or corporate dentistry, ensure you have compensation transparency. Let's review what to expect in your compensation package!

1. Will you be paid off collections, production, or a set salary?

Collections: Many practices pay based on collections, in other words, the payments collected from the patient and/or insurer. If your employer doesn't get paid, this can leave you in the lurch.

Production: Production compensation is an agreed-upon percentage of your payable production. You are paid for any work you complete, regardless of collections. Keep in mind that some treatment items may be excluded. For example, hygiene or X-ray production may not be included in your production compensation.

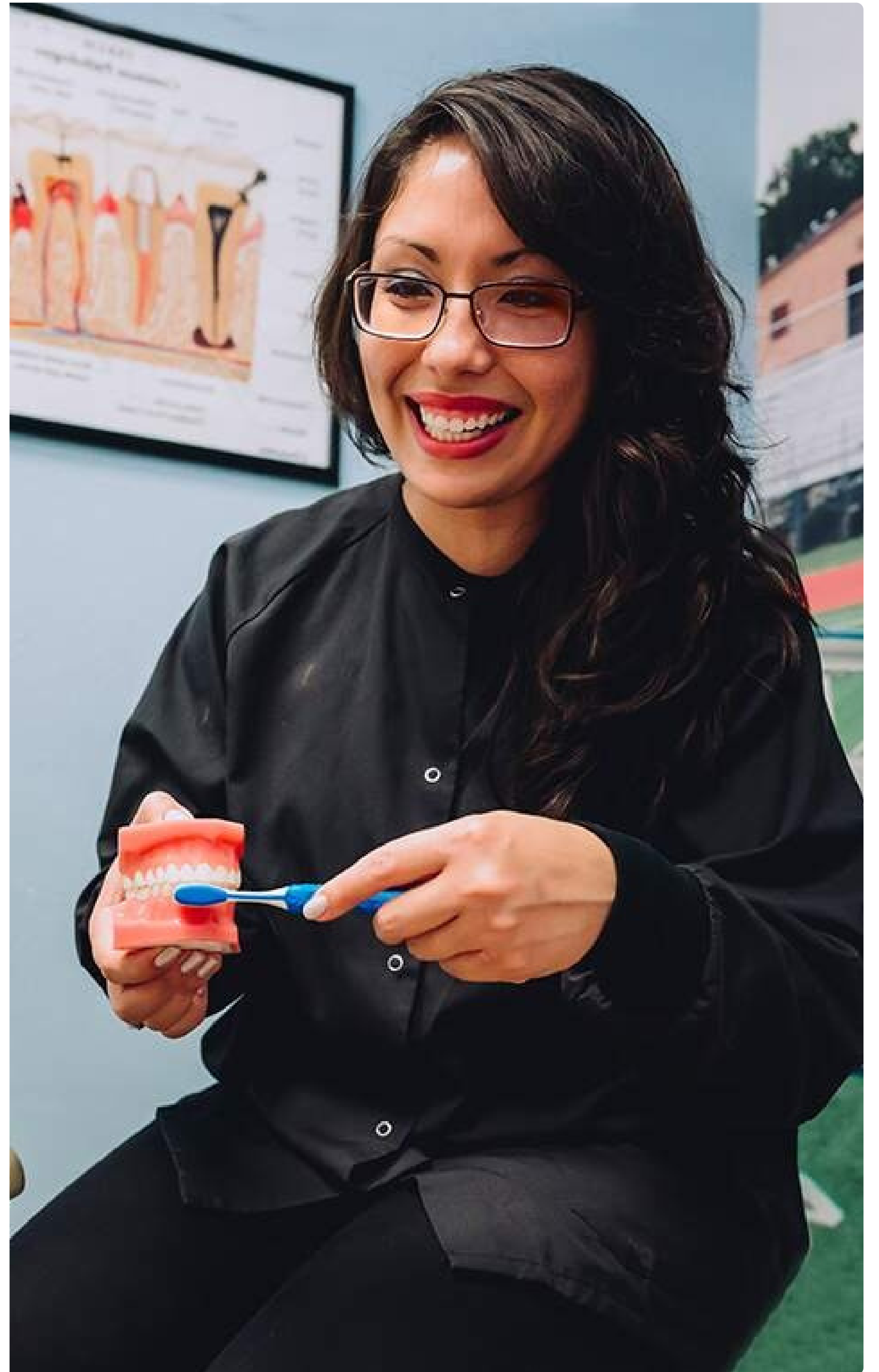
Set Salary: A set salary is less common but gives you a better estimate of your earnings. You will be guaranteed a set amount regardless of the amount of work completed.

At CDP, we pay based on production, so you'll get paid for the work you do while we handle insurance and payment management. Not to worry, CDP also offers a guaranteed base salary as a safety net.

2. What fees are covered by your employer?

Some dental practices may have hidden costs they pass on to the dentist, such as malpractice insurance, lab, and supply fees. All these additional expenses can eat away at your pay, so ask if the employer covers these for you.

At CDP, we cover malpractice insurance and lab and supply fees for most of our dentists. We want you to provide the best possible service to patients without the strain of these fees prohibiting treatment.



3. What benefits will you receive?

Regardless of your potential employment status with the employer, learn about the benefits they offer and which ones you're eligible for. Health insurance, 401ks, and loan repayment programs are just a few benefits you may hope to receive from your employer.



4. Will you be an independent contractor or an employee?

Independent Contractor: Many group practices fill open positions with independent contractors, meaning you'll receive a 1099-MISC form at the end of the year instead of a W-2 tax form. Your taxes will not be taken out in advance, leaving you on the hook come tax time. Also, independent contractors usually don't have options for group benefits like health insurance.

Employee: As an employee, your taxes will be handled on the front end, meaning you won't have to carry a separate tax savings account or worry about how much you will owe the government at the end of the year. In addition, you also remove the heavy financial burden of finding your own health insurance.

As a CDP employee, you are eligible for group benefits and may become benefits-eligible by working as little as three days per week. Embrace the perks of being an employee and choose a schedule that suits your needs.

CDP's Doctor Pay App: Full Transparency at All Times

One of the cornerstones of any effective team is open communication and full availability of information. That's why we created our Doctor Pay app. Through this user-friendly software, our dentists always have access to the most important details of their day.

On the app, CDP dentists can see their production in real-time. The app also provides a transparent view of the dentist's compensation, practice information, and success goals. Doctors see their schedules updated in real-time, meaning you'll always know your days off, closures, and holidays. You'll also be able to keep track of your patients in real-time. That means less guesswork, and you can avoid most of the unpleasant surprises that can derail your day.



Compensation Roadmap

Navigating dentist compensation options can be difficult. Whether you're a dentist seeking new opportunities or a practicing dentist researching options, you need to be compensation-smart.

Use this roadmap to help you review career possibilities, benefits, and perks you enjoy!

EMPLOYMENT STATUS

- Independent Contractor
- Employee

Embrace employee perks and become benefits-eligible at CDP with just three work days per week.

The combo of set salary and % of production-based pay ensures you're fairly compensated at CDP.

- Set Salary
- % of Collections
- % of Production
- Combination of Models

COMPENSATION MODELS

POTENTIAL INCOME REDUCTIONS

- Lab Fees
- Supply Costs
- Medical Insurance
- Malpractice Insurance
- Production Adjustments
 - X-rays, sealants, hygiene, etc.
- Supplemental Insurance
 - dental, vision, short-term disability, accident & dismemberment, etc.

These additional expenses can decrease your income by 4-11% each, so consider asking if the employer pays for any of these costs because, at CDP, we cover malpractice and medical insurance for doctors who are eligible.

CDP knows that company-paid benefits can significantly affect your overall job satisfaction, financial stability, and overall health and well-being.

- Company-Paid Medical & Prescription Insurance
- Company-Sponsored Retirement Plan - 401(k)
- Company-Paid Malpractice Insurance
- Company-Paid Continuing Education
- Company-Paid Life Insurance
- Employee Assistance Program
- Employee Discount Programs

MOST COMMON BENEFITS

PRACTICE & COMPANY PERKS

- Sign-On Bonus
- Flexible Schedule
- Dentist Autonomy
- Dental Mission Trips
- Referral Program
- Visa Sponsorship
- Green Card Sponsorship
- Individualized Mentorship Plans
- Professional Community Networks
- Pathway to Ownership Opportunities
- Doctor Retention & Recognition Programs

At CDP, people are our most valuable assets. Our doctors' social, emotional, physical, financial, and community well-being is important. We provide unique perks and resources that create a work environment that doctors want to be part of!

This worksheet is offered to assist you in evaluating and gaining clarity on different pay packages during interviews or compensation assessments. Please note that it serves as an illustrative example and may not encompass all possible scenarios.

Practice Production and Pay Type

What is the monthly practice production? _____

How much is my guaranteed base pay per month? _____

Will I get paid off collections or production? _____

What is the gross percentage of production/collections I will receive? _____

If collections, how many days after I bill the procedure am I paid? _____

Will I be an employee or an independent contractor? _____

Excluded Treatments and Income Reductions

What treatments are excluded from my percentage pay?

- Hygiene _____
- Sealants _____
- X-rays _____
- Other _____

Are there other income reductions?

- Lab Fees _____
- Supply Costs _____
- Adjustments _____
- Write-offs _____
- Other _____

Company-Paid Benefits

- Malpractice Insurance _____
- Medical & Prescription Insurance _____
- Continuing Education _____
- Life Insurance _____

Gross Production — Excluded Treatments & Income Reductions — Self-Paid Benefits = True Compensation based on Production %

Company Benefits

Company-Paid Medical & Prescription Insurance	Yes	or	No
Company-Sponsored Retirement Plan - 401(k)	Yes	or	No
Company-Sponsored Supplemental Benefits	Yes	or	No
Company-Paid Malpractice Insurance	Yes	or	No
Company-Paid Continuing Education	Yes	or	No
Company-Paid Life Insurance	Yes	or	No
Employee Assistance Program	Yes	or	No
Employee Discount Programs	Yes	or	No
Green Card Sponsorship	Yes	or	No
Visa Sponsorship	Yes	or	No
Sign-On Bonus	Yes	or	No

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Practice Production and Pay Type

- What is the monthly practice production?
- How much is my guaranteed base pay per month?
- Will I get paid off collections or production?
- What is the gross percentage of production/collections I will receive?
- If collections, how many days after I bill the procedure am I paid?
- Will I be an employee or an independent contractor?

\$100,000/month

\$12,000/monthly guaranteed base

Production

30% of production

-

Employee

Excluded Treatments and Income Reductions

What treatments are excluded from my percentage pay?

- Hygiene
- Sealants
- X-rays
- Other

Are there other income reductions?

- Lab Fees
- Supply Costs
- Adjustments
- Write-offs
- Other

-

-

\$10,000

-

-

-

-

-

Company-Paid Benefits

- Malpractice Insurance
- Medical & Prescription Insurance
- Continuing Education
- Life Insurance

✓

✓

✓

✓

Gross Production — **Excluded Treatments & Income Reductions** — **Self-Paid Benefits** = **True Compensation based on Production %**
 \$100,000/month -\$10,000 -\$0 \$90,000 x 30% = \$27,000/month

Company Benefits

- Company-Paid Medical & Prescription Insurance
- Company-Sponsored Retirement Plan - 401(k)
- Company-Sponsored Supplemental Benefits
- Company-Paid Malpractice Insurance
- Company-Paid Continuing Education
- Company-Paid Life Insurance
- Employee Assistance Program
- Employee Discount Programs
- Green Card Sponsorship
- Visa Sponsorship
- Sign-On Bonus

(Yes) or No

(Yes) or No

(Yes) or No

(Yes) or No

(Yes) or No

(Yes) or No

(Yes) or No

(Yes) or No

(Yes) or No

(Yes) or No

(Yes) or No



The insights and information you've gained in this guide about practice options, lifestyle factors, and compensation transparency will empower you to evaluate dental career opportunities confidently.

Community Dental Partners sees our primary role in your career trajectory as providing the foundation that will allow you to build the life you've dreamed of.

Join us to embark on a journey where your professional growth aligns seamlessly with a balanced and enriching lifestyle. We'd love to chat.

[Contact a Hiring Manager](#)

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CDP'S CARE TO SHARE REFERRAL PROGRAM

CDP's Care to Share Referral Program recognizes and incentivizes referrals for top-tier clinicians.

[Submit Your Referral](#)

